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The Air Line Pilot

January, 1955

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Retirement Program Explained

— Page 2 —

A Pilot Program For Pilot Ree

**Security is necessary for air line pilots, and adequate retirement is an important tha
For the first time in 23 years, ALPA now has a pilot retirement program—which is d in t**

By S. J. Devine
Chairman, Advisory Retirement Committee

Just how secure is the career air line pilot in his profession?

That's a question that most air line pilots at some time or another have probably seriously asked themselves. You've possibly asked it yourself.

You didn't have to delve very deeply into it to discover quickly that, until recently, this essential element of security was one of the most conspicuous drawbacks of the air line piloting profession.

It has been difficult to attain the desirable degree of security largely because those things which spell security in other professions are not applicable to ours.

As far as pilots are concerned, career security entails protections in many different areas. Principally, there are:

- Security in his day-to-day job.
- Security against loss of income during illness.
- Security against losing his license for physical and medical reasons.
- Security for his family against the hazards of his profession.
- Security against the day which must inevitably come, when he must put the cockpit and air line flying behind.

ALPA and Pilot Security

A study of these necessary protections will show that through ALPA the list of insecurities is being gradually whittled down.

In his job, the pilot is naturally protected by the protective machinery of his representing organization. Sick leave contract provisions plus ALPA Mutual Aid is a hedge against illness. Some of the fearsomeness has been taken out of suddenly flunking a license physical by ALPA's loss-of-license insurance. And ALPA's group life plan, making low-cost insurance available to its members, can be a big factor in estate planning.

Still One Gap

Despite all these, that still leaves one gap in the career protection picture. What happens to the man who finally finds himself taking his last flight into retirement? Can he live on Social Security? On general company-plan retirement income, tailored more to other employees' needs than to air line pilots? On what he has managed to put away?

Unless you're the exception instead of the rule, social security alone will prove inadequate. General company plans will fall short because they aren't pilot plans. And your own individual provisions will probably not be as complete as you had envisioned them.

The answer ultimately lies in adequate retirement specifically tailored to the air line piloting profession.

The First Steps

The first steps in this direction were taken by the 13th Convention. For the first time in its 23-year history, ALPA now has a positive program for approaching and solving the problem of adequate provisions for air line pilot retirement. A special ALPA Committee, the President's Advisory Committee on Retirement, studied the problem intensively and extensively for many months. They submitted their findings in a comprehensive 92-page report to the Convention, which, in turn, adopted the report and authorized collective bargaining for the purpose of attaining the basic recommendations of the report.

Many questions are already being asked about the program. Naturally, such an exhaustive subject cannot be completely covered within the space confines available for this article. But some of its general features and aims can, thereby answering many of these questions.

What a Plan Should Include

Generally, these conclusions were reached:

- Air Line Pilot Pensions should be negotiable. It cannot be industry-wide. A government-sponsored program has been found unacceptable. The problems of each group of pilots will vary, and as in any bargaining, the pilots and their organization must be free to use the discretion usually accorded them.

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which is in this article.

The ALPA Retirement Committee Reports to Convention . . .

▶ Pensions should be recognized for what they are—earned, deferred wages, not acts of benevolence, gifts, or gratuities.

▶ There should be adequate vesting.

▶ Pensions should be geared to the cost of living, so a dollar earned today, but paid tomorrow, will still, insofar as possible, purchase a full dollar's worth of goods.

▶ A pilot retirement program must recognize the fact that a pilot's total years of productivity are certainly fewer in number than other professions and that he may be forced to quit his career at a time when others are reaching the prime of their earning capacity.

▶ It must be actuarially sound and workable and to be so it must be specifically designed for the specific group; in this case, pilots alone. It should be limited to the performance of one function: to meet the need of an income after the pilot's working life is over. And in doing this, the goal should be a realistic income at a realistic age.

▶ It should provide for voluntary as opposed to compulsory retirement.

▶ There should be sound funding procedures so a pilot's retirement fund is ready and waiting when he retires.

▶ There should be an equal voice between pilots and management in administration.

These are not by any means all of the factors considered by the Retirement Committee or the Convention, but they are the principal ones.

Some of these conclusions will be apparent, others not so apparent. Perhaps some additional probing into them may prove of interest.

Pensions Are Bargainable

The concept that pensions are a bargainable item has been growing over the years. ALPA itself has explored other avenues. In the final analysis, the employer or the government is the only logical retirement source. ALPA has already rejected a proposed plan to be sponsored by the government. Social Security is naturally inadequate. That leaves a privately-sponsored plan, bargained with an employer—new plans where they are non-existent; improvements and modifications where plans may already exist.

From a government standpoint, the courts have upheld the National Labor Relations Board ruling that employers are required to bargain employee pension demands. Very recently, a Presidential Fact Finding Board has referred the matter of bargaining on pensions back to the railroads and unions for further negotiations, indicating that what holds true under Taft-Hartley is likewise pertinent to the Railway Labor Act.

A Form of Wage

To many, the fact that a retirement plan is a form of compensation will be obvious. The paternalistic concept of a pension is largely outmoded. As a deferred compensation, it is actually payment tomorrow, in order that certain benefits can be realized, for work done today. The American Federation of Labor says: "A pension plan is not a conditional or discretionary gift by the employer, but a deferred wage earned by current labor services. The worker's interest in the pension fund is not established solely by reason of advanced age and 'long and faithful' service with an employer. That interest is established by reason of the work performed by all the members during the term of the contract."

Being a deferred wage—money you

D. B. Kuhn explains a point in Committee Report . . .

have earned and have coming to you—other things naturally follow.

Vesting Rights

Adequate vesting, for instance, or, to put it another way, assurance that money you have earned, and the employer has put aside for your retirement, will in actuality be yours for that purpose. It may also be defined as the employee's right to the employer's contributions. For instance, just picking some figure out of the air, suppose (1) you've contributed $500 and your employer $1,000 toward your retirement, or, (2) on a non-contributory basis, your employer has contributed the entire $1,500. In either case, the entire $1,500 should be yours for retirement purposes.

Because it is financially unsound, ALPA does not recommend unrestricted full vesting, but proposes to limit vesting to retirement purposes only and to a realistic vesting age (the age at which the right of the employee to the employer's contribution is established). This can sensibly be based on a certain number of years of participation or a certain chronological age, whichever comes sooner.

Restricted vesting in no way infringes upon the right of the pilot to his own funds. Upon severance or withdrawal he's always entitled to them plus interest. In line with the previous example, if the employee contributed $500 of the $1,500, he would be entitled to the $500 plus the interest it had earned whenever his employment is severed prior to retirement.

Where's the Money?

Funding of the plan is another important aspect. Complex as this may sound, it can be reduced to mean: "Where is the money coming from?" It's not much different from the case of your wife going to the grocery store. If she can write a check against funds already in the bank, she's well-funded. If she has to write the check and hope she can get the money in the account before it clears, her funding leaves someone holding the bag. Sooner or later, every pension fund comes face to face with that same fundamental problem as your wife. If someone is left holding the bag, in this case it's you, not the grocer.

This aspect of pension planning is not merely academic. Unsoundly funded plans do find themselves in the position of having the check book but no bank balance. In one case in Chicago, 80 workers in a certain industry were required to continue working beyond retirement age because there was not enough money in the "fund."

It is vitally important that the funding procedure be sound and that the money to "fund" a pilot's retirement be ready and waiting for him when he does retire. "Full advance funding" is the name applied to the only sound method of financing a pension plan and is the method favored by ALPA.

Inflation Protection

Another obstacle which must be considered in a pilot pension plan is that deadly enemy of all pension plans—inflation. It is entirely possible that a fixed income pension plan, designed to give $500 a month today for all intents and purposes could, due to inflation and dollar deterioration, be actually worth only $250 in purchasing power 10 years from now. It would be necessary, in that case, to have $1,000 a month in 1965 to equal $500 a month worth of 1955 retirement.

One pension-fund hedge against this hazard of inflation is the principle of unit annuity. This is actually two funds put together to comprise one, each having its own purpose. Under this system, deposits to the pension fund are divided into two parts. One part is invested in insurance-type investments which guarantee a fixed dollar income upon retirement. The other part is invested in high grade common and preferred stocks.

The pilot's retirement income, as a result, will not be a specified amount but will be composed of the fixed income portion, minimizing risk, plus the value of his share in the fluctuating fund, providing a hedge against inflation.

This method is based on the indications of history that when the cost of living is high, the value of stocks is high, and, conversely, when the cost of living is low, stocks are lower. Needless to say, this fluctuating fund incorporates all good principles on investment such as "dollar-averaging"* and the like.

The important thing is what it looks like when transposed to the real end of all retirement plans—the dollars you must use to live on when your piloting days are over and it's time to collect your "deferred wages."

Again taking $1,000, solely because it's a nice, round figure to work with (you can take any figure; it doesn't make any difference), and being aware this is only a crude example, here's substantially what's happened if the cost of living has doubled:

Your $1,000 was divided into two parts, $500 each, and put into the aforementioned funds. Your $500 fixed dollar portion is still worth $500 plus a very small and conservative interest accumulation. The other $500, however, has been subject to fluctuation. If the stocks which control it have kept pace with the changing dollar value, it is now worth $1,000, giving a total figure of $1,500.

If the dollar value has remained the same, the $1,000 would still be $1,000. If the cost of living has gone down by half, instead of doubled, the $1,000 would be only $750. But in any event, there would be a relative stability of purchasing power during retirement whether the actual amount received was the $750 or the $1,500.

Naturally, it isn't all as simple as that, and, because of many factors, actual figures won't come out that neatly, but this is the basic principle of the unit annuity.

The principle of the unit annuity was first used by the Teachers Insurance and Annuity Association and found ready acceptance from the college professors for whom it was designed. To be sure, there are risks, but it is the conviction of ALPA's Board of Directors that the individual pilot groups will accept it as the least risky.

Plan Must Be Designed for Pilots

That pilot circumstances differ extensively from other groups of air line employees needs little exlanation.

It is axiomatic that a pension plan should be designed to conform with the requirements of the particular group under consideration. The peculiar position of the air line pilot group accentuates the necessity of being governed by this thought. That is the fallacy of most air line plans today. They are not designed for pilots. Pilots are included only as part of a large and heterogeneous group. True, most plans give a weak recognition to the problem by permitting retirement five years earlier than ground employees, but this distinction is inadequate.

We all know of the pilot who has reached the end of his career at 55 or 50 or even 45 while someone else, in a different category but employed by the air line at the same time, may continue on the job from 10 to 20 years longer. At the same time, no one has yet demonstrated the age at which a pilot should retire. The problems of air line pilot retirement are not at all the same as for other groups, even employees of the same company.

In conjunction with this, a basic aim of ALPA is to make it possible, but not

*A principle wherein a given sum used to purchase stock at regular intervals will pay a price for the stock that is less than the average price of the stock over the entire period of purchase. This given amount will buy fewer shares when prices are high, relatively more shares when prices are low.

mandatory, for a pilot to retire at a comfortable percentage of pensionable** salary, determined by years of service; of course, at younger ages than now provided. Compulsory retirement is a gross injustice. ALPA believes the actual date of a pilot's retirement should be governed solely by three factors:

1. His personal desire to retire.
2. His technical competency.
3. His health.

Joint Administration

Joint administration is extremely important. The Association should accept nothing less than an equal voice in the administration of any retirement plan. The rights, and interests, and invested monies of the pilots can only be protected when the Association is entitled to a day-to-day surveillance of the plan.

The Association should have equal voice on any Board of Trustees set up to administer the fund and equal voice in the selection of a third party to handle and invest funds. The selection of professional actuaries to determine the adequacy of the fund from time to time should be made only with Association approval of the party selected. In no circumstances is this construed to mean that the Association shall determine the nature and the type of investments to be made. This is normally left to the experts in this field. The selection of the investment expert is, however, of concern to the Association.

Company Gains, Too

Pilots naturally stand to gain by adequate retirement plans. But what about management? Do they stand to lose?

Not at all.

Benefits to be gained from the installation or improvement of a retirement plan are mutually beneficial to both pilot and employer. An employer will gain considerably by the application of this instrument. Without question, it will improve pilot-management relationships. It will improve morale. It will reduce turnover. It will attract new pilots. It will create good will for the Company in the industry and in the mind of the public. In improving morale, it will increase the output of each pilot. It will open avenues for promotion. It will reduce tension between pilot and management.

Management's obligation to provide for pilot retirement is just as serious an obligation as current payroll. What air line could stay in business without making provisions for the depreciation of aircraft? Yet no air line can neglect "pilot depreciation" without suffering ill effects as grave as the neglect of equipment deterioration, and the time to provide for the replacement of either is now, now when faced with the actual replacement.

This article is not an attempt to cover the entire topic of air line pension plans and pension planning. It has been an attempt to merely outline, and explain in generalities, where explanation was necessary, some of the highlights of the ALPA retirement program and goal set in motion by the 13th Convention.

In conclusion, it is hoped that through this program, the air line pilot will be able to ultimately realize at least a modicum of security, beneficial both to the pilot and the industry. This requires:

- A realistic income at a realistic age.
- A program set up and administered so the money for it is assured through proper funding.
- A protective device to minimize the dangers of inflation whittling down today's adequate retirement income into an inadequate one tomorrow.

That briefly describes the overall and long range goals of ALPA's positive retirement program.

**Pensionable salary is defined as the average annual salary for the five years preceding retirement.

Convention Resolutions on Pilot Retirement

RESOLUTION I

WHEREAS adequate provision for pilot retirement is one of the objectives of this Association, and

WHEREAS, considering the problems peculiar to the piloting profession, this problem has never been adequately resolved, and

WHEREAS it is imperative for the welfare of the piloting profession and the aviation industry, both from a safety and social viewpoint, that this problem be resolved, and

WHEREAS the program and proposal outlined by the President of the Association and his Advisory Committee on Retirement constitutes a realistic and practical approach to this problem, and

WHEREAS it is the opinion of the delegates to this Convention that this program is sound, realistic, practical, and attainable through the processes of collective bargaining immediately available,

THEREFORE BE IT RESOLVED that the 13th Convention adopts and endorses the Retirement Program as contained in the written report of the President and his Advisory Committee on Retirement which has been made to this body, and

BE IT FURTHER RESOLVED that the principles outlined in this report shall constitute the guide for the President and officers of this Association and for member air lines of this Association in resolving the retirement problem for pilots, and

BE IT FURTHER RESOLVED that, although reasonable and sound deviations from this program may be permitted in specific instances by member air lines and the President of the Association, it is the intention of this Convention that the negotiation of retirement programs to cover air line pilots shall substantially conform to the principles enunciated in this Report.

RESOLUTION II

WHEREAS this Convention has adopted a program for the establishment of retirement plans for pilots,

THEREFORE BE IT RESOLVED that it is the determination of this Convention that the said program, heretofore adopted by this Convention for pilot retirement is a proper element of pilot compensation, and as such is a valid objective and subject for negotiation and incorporation into collective bargaining arrangements between the pilots and respective air line carriers, and

BE IT FURTHER RESOLVED that the Association shall so conduct its negotiations on this issue.

Airport Fire Fighting: A Commentary

Only a small percentage of airports are set up to adequately fight fires. The first step to improvement: Make it a less formidable job than now.

By Jerome Lederer
Flight Safety Foundation

The problem assigned to me is a very difficult one because of the financial outlay required to organize and maintain an airport fire fighting operation. About one-third of the air carrier accidents involving fire following impact occur on the airports, the remainder usually take place beyond the possibility of response by the airport fire organizations. Yet like a fire extinguisher or a copilot, a crash crew is nice to have around in an emergency, and a moral obligation exists to provide them. The cost is great; the public ultimately pays for this protection. Only a small percentage of our civilian airports have adequate fire fighting equipment and organization. Is the public willing to pay about 10% more for its air transportation to obtain this extra safety? It may seem hard-hearted to evaluate life in terms of dollars, but that is what this amounts to.

In 1953 the air carriers, Domestic and Foreign, Regular and Irregular were involved in eleven fires following crashes. Four occurred on the airports.

On June 29, 1953, at Los Angeles, a DC-3, on a test flight following overhaul, crashed at Los Angeles airport. Emergency fire apparatus alerted by the tower arrived within a few minutes. One crew member, an inspector, was killed. The copilot was seriously burned.

On September 6, 1953, a super Constellation crash-landed at McChord Air Force Base in Washington. Here again the control tower was able to alert the fire crew. The airplane came to a halt close by the waiting fire equipment. All twenty-three passengers, three infants and six crew men on board survived. Two of the passengers received severe burns. All the passengers escaped without physical assistance but the presence of the crash crew within 20 seconds probably prevented more severe burns.

On September 28, 1953, a C-46 on military charter carrying 38 passengers and a crew of three crashed on the Louisville, Ky., airport. The fire department had been alerted by the tower and arrived about 40 seconds after the crash occurred; but the fuselage was not involved in the ensuing fire. Sixteen occupants survived.

On October 19, 1953, a Constellation crashed at Idlewild. Twenty-two passengers and five crew members were on board. The crash equipment was delayed 6½ minutes because of fog and smoke. One passenger died of burns sustained when attempting to return to the burning airplane; another died from other causes. Several other occupants received burns in varying degree.

Therefore 103 lives were exposed to fire following crash on airports in 1953.

Of the other seven fires following crash that occurred in 1953, all but one were more than two miles from the airport.

In addition to actual fires on airports, we must consider the near misses, the alerts, the fires that were averted by luck. On a busy airport there is about one alert for every 500 aircraft movements. At La Guardia alone there were 127 alerts in the first four months of 1954.

The Avenues to Improvement

The first avenue to improve fire fighting organizations should be to make their job less formidable than it is now. This is the responsibility of the aircraft designer and manufacturer. The streets leading to this avenue are called Crash Survival, Easy Escape and Time to Escape.

1. *Crash Survival*
   Design the cockpit and cabin to give occupants a maximum chance of survival without injury in survivable type accidents. This would have a three fold effect:
   A. The occupants could escape by their own management. They would then require a minimum of physical assistance.
   B. The crew would be conscious and physically able to provide leadership and direction to the passengers.
   C. The fire fighting organizations would be required mainly to provide an escape path from the airplane to a safe area instead of trying the almost impossible task of entering the airplane to carry out many unconscious or physically disabled occupants.
2. *Escape*
   Design exits so that they will not jam, can be opened from the outside, are easy to see by day or night, have locking mechanisms that are simple and natural to use, and are large enough not to require acrobatics to use. Aisles leading from cockpit to cabin and to exits should remain usable after the impact. Hatches used for loading cargo or other purposes should also be designed with passenger escape in mind, but not counted as emergency exits.
3. *Time*
   Design to reduce the chances of fire following impact and/or provide distance between the possible fire and the cabin. This is of the utmost importance to give more time for the occupants to escape and for the crash crew to get to the crash site.

These three factors, Crash Survival, Easy Escape and Time to Escape would reduce the size and cost of crash and fire fighting crews as well as assure greater survivability for occupants of the aircraft.

These design objectives are realizable. Some are already present to a surprising degree on modern aircraft. The new ATA Recommendations on The Design of Aircraft and Equipment with Respect to Crash Survival presents the desirable design characteristics in more detail and go a long way to meet these objectives in future designs.

Training and Morale

The second avenue to improve fire fighting organizations is through training. However in crash fire fighting which requires so much coordination, analysis and initiative, training must

be coupled with motivation. The crash fighter should be selected because he wants to do this job and because he is proud to belong. The first requirement then is to create "morale." This means that top management, the City officials, the airport managers, the airlines should recognize the importance of the crash fire fighting function and the sacrifice that the members of the organizations are willing to make. Much, of course, depends on the selection of the Fire Chief and his leadership qualities, but the air line pilots can help greatly by themselves participating in the training of the crash crews and joining in their social activities. At one airport, privately operated, the full time staff of firemen has a large contingent of efficient volunteers because of the recognition given to the fire department by top management in the form of an occasional social event and summer picnic. The ALPA has an industry relations job here which could pay dividends. I asked the ALPA to invite the head of the Midway Airport Fire Department here today so that you can meet one of these leaders. I hope he will comment later on this need for morale.

Even assuming that the men are well motivated, their training is surrounded by many obstacles. There is no centralized training school as there is in Great Britain. There are no training films that deal with the challenge of the large air transport. Some industry people even protest the use of wrecked aircraft for crash fire practice purposes because they fear the psychological effect on passengers. The procedures recommended by crash fire specialists who have spent years studying this subject are under constant attack from well intentioned "experts" who forget that unless you keep your goals high you may never attain the intervening objectives.

I wonder if I could arouse some interest here to produce a good training picture? The techniques used for rescuing a few crew members from a fighter or bomber are different from those trying to save occupants of an air transport because larger numbers of people are involved, they are of mixed physical abilities, and there are fewer trained fire fighters to help them at civilian airports. Probably the chief function of fire fighters at civilian airports will be to provide an escape path and to keep the fuselage cool so that occupants have more opportunity to help themselves or others. The techniques for accomplishing this have been fairly well worked out but the need to know how they should be applied is urgent. A training film would be extremely useful.

Wreckage of fire-gutted plane at McChord Air Base . . .

Another avenue to stimulate the interest and efficiency of crash fire crews is to provide fire fighters with bulletins and accounts of actual case histories such as those the NFPA published but which were curtailed because of lack of staff time. They will be resumed again soon. The subscription is only $12.00 per year.

However, the training picture is not completely dark. The military crash fire fighting schools cooperate with the civilian airport fire fighting staffs, and offer to help in training. Arrangements have been worked out so that volunteer fire fighters can join crash crews without jeopardizing insurance or workmen's compensation agreements. These volunteers can supply technical information on aircraft to the regular firemen; frequent training fires are given at many airports; the manufacturers of aircraft and the airlines are preparing, and distributing through the NFPA, the diagrams of various models of aircraft showing the location of flammables such as alcohol, fuel oil, oxygen; the location of combustion heaters, batteries and flares; the location and operation of all exits.

United Air Lines started a program to train fire detachments at cities and towns along its routes in the art of attacking aircraft crash fires. They gave lectures, distributed training literature, described how to identify vulnerable parts of the airplane and when the firemen passed United's examination they were given a special certificate to substantiate their proficiency.

Another aspect of training which helps fire fighting organization is the briefing of airline personnel on how to do their share and thus lighten the burden on the fireman. Some airlines are more progressive than others in the thoroughness and frequency of such training. The ALPA should be concerned here on the basis that a professional pilot should try to learn all there is to know about his job especially in emergency situations following a crash and then to see to it that he is properly protected so that in a crash he can survive to put his knowledge to use in saving passengers. In this respect shoulder harness may not be the complete answer if the pilot's head is close to overhead controls because the harness may stretch enough in a crash to permit violent contact.

Two other airlines train many of their ground personnel, including the staffs of their sales departments and public relations, on what to do as passengers when an emergency occurs. They found that one or more company employees are deadheading on practically every flight and they take advantage of this fact to provide extra trained help for the crew.

Of course coordination with the con-

(Continued on Page 15)

The ALPA Camera

Snake brought from Brazil given to Washington National Zoo by ALPA . . .

Pat Casey, ALPA's Home Office Nominee for Chicago Office Queen.

UAL's most senior pilot congratulates new President of Air Mail Pioneers . . .

Braniff Master Executive Council Meets at Home Office . . .

. . .

NWA fetes members of its 20-Year Club . . .

Air Safety and the Convention

From the Board of Directors came some new ALPA air safety policies along with clarification and reaffirmation of existing policies. Here was the Convention air safety-wise.

By T. G. Linnert

Head, ALPA Engineering Dept.

Air Safety held a prominent spot at the Thirteenth Convention, a substantial per cent of the agenda being devoted to it.

Actions taken by the Convention in the field of air safety resulted in the establishment of some new policies along with some clarification and emphasis of already-established policy.

Among the Convention air safety highlights were:

- Exploration of the possibility of expanding ALPA air safety activities.
- Reaffirmation of 100 per cent temperature accountability as an ALPA goal.
- Establishment of an ALPA policy of supporting the installation of airborne radar.
- Continuation of opposition to radar as a primary approach aid.
- Formulation of a clearer "take-a-look" policy.

Among the other topics making up the air safety portion of the Convention Agenda were: membership in technical societies; liquor on aircraft; flight recorders; aircraft clearance under VFR; many radar-related items including ground radar for storm avoidance, radar traffic control, and radar monitoring; local service prototype aircraft; proficiency checks; fuel storage; and air traffic control.

Fall in Four Categories

The Convention's air safety actions can be conveniently catalogued for ease of review in four main categories: (1) those relating to radar problems; (2) those relating to air traffic control; (3) those relating to operation and design; (4) those relating to miscellaneous policy.

In the radar field, the Convention's actions left one distinct overall impression: For certain purposes, it has complete ALPA approval; in some other forms and methods of use, it is only qualifiedly acceptable.

Airborne Radar

Airborne radar was one type and use which received ready acceptance. As a matter of fact, it was viewed as a "must." A policy, similar to the IFALPA position, was adopted, demanding installation of airborne radar as soon as possible for turbulence circumnavigation, evasion of icing areas, and terrain clearance.

Ground Radar

Ground radar for thunderstorm avoidance drew commendation. The Convention termed the Air Defense Command Radar Weather Advisory Service "valuable," urging its extension to all areas where the required facilities are available or can be obtained. One qualification: service should be improved by better training of ADC radar controllers, closer liaison between ATC and ADC, simplification of communication procedures, and use of more appropriate frequencies.

However, in those forms where radar has shown a distinct tendency to needlessly encroach on cockpit authority, command responsibility, pilot judgment, or the safety of a flight, the Convention moved with caution.

Radar Monitoring

Radar Monitoring, which has been a very controversial subject among pilots, received provisional acceptance after the delegates had reviewed the enlarged tunnel of silence and fewer radar contacts which are expected when ALPA recommended revised monitoring procedures are adopted. The provisions under which ALPA favors continuation of radar monitoring:

That it is conducted in accordance with ALPA recommendations.

That if such monitoring procedures prove undesirable after a reasonable test period, ALPA reserves the right to retract its provisional approval.

That excessive chatter by radar controllers be eliminated, and their transmissions be strictly limited to those contained in the recommendations of the Association's Radar Committee.

That any requirement that would necessitate a pilot listening to the monitor when the pilot feels that the monitor would detract from the safety of his flight will be opposed by ALPA.

Radar as Primary Aid

Radar as a primary approach aid again failed to win acceptance as ALPA policy.

The Convention's stand: "ALPA continue to oppose PPI as well as precision GCA as primary means of approach and that the CAA be informed that ALPA objects to any and all attempts on the part of the CAA or anyone else to force or even foster the use of PPI approaches except in emergency or upon request."

At the same time, revisions were also made in existing ALPA radar policy.

The revised policy: "ALPA recognizes ILS as the most desirable primary aid, and that GCA will be recognized as the primary aid by ALPA only if ILS in inoperative and then only as a temporary measure until ILS can be made operative; but if GCA is used as a primary aid, ALPA approved centerline approach lights, and a marker or compass locator type aid at either the outer or middle marker site should be available and operating, and that the use of GCA by any pilot is at all times subject to the pilot's discretion."

Also embodied in this revised policy is Convention authority for ALPA to request of CAA that all personnel controlling air traffic with radar be required by initial qualifications and periodic checking to evidence performance in strict accordance with existing radar procedures.

Radar Traffic Control

Radar traffic control, it was brought out, has shown a distinct tendency in some areas to emphasize volume of traffic without proportionate consideration for added safety. ALPA policy, as established by the Convention, will be to counteract this by: (1) demanding the right of each pilot to refuse radar traffic control be maintained; (2) in-

forming CAA that more and more pilots can be expected to refuse radar traffic control unless more emphasis is placed on safety and less on volume of traffic.

Air Traffic Control

When it came to air traffic, the Convention took cognizance of the growing mid-air collision potential and the rise in frequency of near misses.

Cumulatively, its actions indicated that steps to reduce the possibility of them occurring should be taken both in the vicinity of airports and en route by: (1) Establishment of control zone speed; (2) development of collision warning device; (3) extension of air route traffic control.

Speed Control Zones

In recommending establishment of speed control zones for each type of aircraft, the Convention said it was doing so because it is presently the only tangible means of reducing airport collision potential by making full use of "see-and-be-seen VFR procedure possible."

It was brought out that this action was taken with full recogntion of the fact that it is penalizing to the operator and can, and probably will, result in difficulties for the pilots. However, the consequences of not establishing reasonable reduced speeds in the vicinity of airports can result in an accident potential overriding these disadvantages.

Collision Warning

ALPA is already on record as favoring a collision warning device, but the 13th Convention nevertheless reaffirmed its desirability. It decreed that the Association should continue to do everything possible to press for its rapid development.

Route Traffic Control

Air Route Traffic Control should be extended to all routes and airports served by the scheduled air lines, the Convention resolved.

Operationally, two familiar questions again faced the Convention—temperature and humidity accountability and "take-a-look."

Temperature Accountability

On temperature and humidity accountability, the Convention stated: "that it is the interpretation of this Convention that the policy as established at the 11th Convention, requiring 100 per cent temperature and humidity accountability, is a goal toward which ALPA shall continue to strive, and that the policy should not be interpreted so as to prevent negotiation and consolidation of partial gains as progress is accomplished toward this goal."

"Take-a-Look"

The "take-a-look" policy was one of the most controversial issues facing the Convention. It was largely a matter of finding acceptable compromises reconciling strongly differing opinions. The resulting policy: one favoring "take-a-look" with no restrictions, but against "take-a-look" with compulsory radar monitoring as is present in CAR 40.406(c).

Design

Designwise, the Convention adopted these air safety policies:

—That fuel storage be limited to areas away from crew or passenger compartments (not applicable to DC-3).

—That the Association encourage the development of a local service prototype plane.

—That, as a means of improving structural integrity of aircraft by in-flight analysis, ALPA favors the installation of an apparatus to record gust loads and structural and mechanical failures on aircraft.

Miscellaneous Action

Other miscellaneous air safety actions of the 13th Convention, classified by subjects, were:

Expanded Air Safety Activity: The scope and needs of the Engineering and Air Safety Dept., with emphasis on individual air line pilot participation, are to be reviewed by the President and Executive Committee.

Liquor on aircraft: Because CAR's are in effect making the pilot responsible for the conduct and sobriety of passengers (CAR 43.45), a policy was adopted opposing the serving of alcoholic beverages aboard aircraft. Previous policy: to discourage drinking aboard.

Third flight crew members: Based on experience now gained in operating planes having a complement of more than 2 flight crew members, the

Special Safety Consultants

They contributed greatly as advisors to the Committees.

Due to the specialized nature of the subjects, some of ALPA's leading engineering and air safety representatives were present at the Convention as consultants.

These were: Captain W. Jensen, ALPA representative specializing on radar for air line operational use; Captain J. D. Smith, Regional Air Safety Chairman for the New York area, member ALPA Radar Study Committee; Captain R. A. Stone, Regional Air Safety Chairman in Chicago, Engineering and Airworthiness Advisory Committee member, Chairman of ALPA Airplane Exterior Lighting Committee; Captain L. Homer Mouden, Kansas City Regional Air Safety Committee Chairman and Chairman of the ALPA Airplane Performance Study Committee; Captain Don Clifford, EAL member of the ALPA Chicago Regional Air Safety Committee and member of the Engineering and Airworthiness Advisory Committee; Captain Dean Phillips, TWA Engineering and Airworthiness Advisory Committee member, Chairman of ALPA Terrain Avoidance Study Committee—RTCA SC-10, also Convention delegate; Barton G. Hewitt (TWA), Chicago-based Engineering and Airworthiness Advisory Committee member, and Matthew Van Winkle (PAA) member of ALPA performance Study Committee.

Captain W. E. "Dustry" Rhoades, UAL's Engineering Pilot, gave an operator's view on temperature and humity accountability in a comprehensive "pilot-to-pilot" talk on the subject.

These air safety representatives acted as advisors and consulants to the committees that were studying engineering and air safety agenda items. That their work was of great value was evidenced by the Convention's Air Safety accomplishments to which they contributed greatly.

Convention set ALPA policy on this subject to be that the primary requirement of all new flight crew members on air line aircraft shall be to possess a commercial pilot certificate.

Membership in technical societies: Reaffirmed action of the Board of Directors permitting ALPA to sponsor the membership of ALPA members in Technical societies and industry association where such membership will be helpful in ALPA representation work.

Six-month proficiency checks: The Convention called for adoption of an ALPA policy that six-month proficiency checks be considered as training flights and a means of maintaining proficiency, and that additionally, ALPA endeavor to have the CAR's changed so as to reflect this policy.

Conclusions

All in all, the 13th Convention amply demonstrated that air line pilots are acutely and professionally aware of air safety and have a vital operational stake in its problems. By its actions, it succeeded in:

- Formulating new policy to meet new demands.
- Revising, altering, appraising, and strengthening standing policy to meet changing circumstances.
- Clarifying policy where its usefulness was impaired by lack of clarity.
- Reconciling opinion on controversial issues to make it truly representative of air line pilot opinion.

In retrospect, the air safety aspects were in keeping with the tone of the entire Convention. If the Convention had covered no other problems than these, the words with which President Sayen adjourned the Convention would still apply — "dignified — mature — responsible."

Air Museum Seeks Aviation Periodicals

The Smithsonian Institution National Air Museum is searching for back issues of aviation magazines to complete its files.

ALPA has been asked to assist by making known to its membership the Air Museum's need for this material.

If you have any back issues of any periodical in which you feel they may be interested, contact Robert C. Strobell, Associate Curator, National Air Museum, Smithsonian Institution, Washington, D. C. They have a list of needed periodicals available.

Flier's Forum

(EDITOR'S NOTE: In order to keep Flier's Forum a medium for the free exchange of opinion, contributors to this department are given the widest latitude within good taste. The opinions expressed are those of the authors and not necessarily those of The Air Line Pilot or the Air Line Pilots Association.)

Is This Trip To the

It has been indicated that a loss can be expected in BOAC at the end of this financial year, and that everyone must do his or her utmost in order to keep that loss to a minimum. In accordance with this indication I feel it to be essential to express an opinion on Link Training.

To start with I shall state categorically that the link trainer has *absolutely no part to play* in maintaining the necessary standard of operational ability of an airline pilot. Absolutely none. And under the heading of an "airline pilot" in this context come the qualified route First Officers. I am certain that this opinion is shared by the large majority of airline pilots, inside and outside BOAC, and I am stating it in the hope that, as a result, a modification in the training policy in the form of the complete abolition of practically all link training for qualified route pilots should be considered. The economic benefits are obvious.

Some Questions

First, let us consider, by asking and answering a few questions, what possible uses there may be thought to be, to a qualified airline pilot, of link trainer exercises.

1. To enable a pilot to remember the let-down procedures at various airports?

The answer to this is that there is nothing more dangerous than trying to memorize for any length of time, any range or ILS procedure. A two-minute study of a range or ILS chart prior to doing a route let-down, and to have a chart at hand during the let-down, is all that is needed. To try and remember any procedure (apart from emergency ditching) for more than about ten minutes before using it is bad practice. So that link training is useless as an aid to the memory.

2. To improve the pilot's ability to operate to low limits?

The answer to this is that there being no significant similarity between "flying" the link trainer, and flying an aeroplane, either in the physical or the mental spheres, it is quite useless to expect link trainer exercises to improve a pilot's ability to operate a low limit let-down more accurately under actual conditions. In a link trainer a pilot is under no strain of any sort; his "tranquility of spirit" is 100%. Recently, I understand, it was decided to give pilots link trainer practice on the let-down procedure at Zurich in order to attempt to reduce the number of overflights. Without having spoken to any of the pilots involved, I feel quite confident that any link trainer practice they may have done prior to a flight to Zurich will have helped them not at all. These pilots are qualified route pilots and a two-minute study of the let-down chart before letting down is far more useful than any let-down exercise in a link trainer. Apart from anything else, the pilot would have done his pre-flight link trainer let-down at least six hours before the actual one, during which time his mind had been very busy on other matters.

3. To check and improve his instrument flying?

The answer to this is, again, that there is no significant similarity between the operation of a link trainer and of an aeroplane. Even for pilots in the *ab initio* stage a link trainer is only useful to teach them the necessity for smoothness, steadiness and timing. When he gets into an aeroplane after link training, an *ab initio* pilot will have the necessity for these points in his mind, though their application will be a very different matter.

4. To teach a pilot how to do range flying and let-downs, ILS flying and let-downs and other procedural flying?

The answer is yes. This is the *only real use to an airline pilot o*

The Link Trainer Necessary?

By Capt. B. O. Prowse
BOAC,
in the "Log"

Link trainer exercises—to teach him *how* to do this procedural work. A qualified route pilot has already learned these things, and all he wants is practice which *the link trainer does not give him.* The only way to get practice (apart from flying) *is in a simulator. A link trainer is not a simulator* any more than a Dove is a Stratocruiser. The only occasion upon which a route pilot needs link training is when he is posted from a route with no, say, ranges, to one on which there are. Then link training will teach him *how* to use those ranges.

A Look at What Happens

Now let's just have a look at what happens when a qualified route pilot is asked to do, say, two hours link training.

In the large majority of cases his attitude to link training is that it is a complete waste of his time and money, quite apart from it being a waste of the Corporation's time and money also. This thought often goes further and takes the form of extreme annoyance that although he is doing, successfully, his utmost in his job to maintain a maximum of operational efficiency, which should result in a profit, not a loss, for the airline, yet here is this utterly unnecessary waste of money taking place on link training and certainly being one of the reasons why his very legitimate claim for an increase in salary is not being met. So our pilot arrives to do his two hours of link training in a state of unwillingness and disgruntlement combined with considerable frustration. His chief objective is to get the whole damn silly childish episode over as quickly as possible. This attitude of mind in itself would detract very largely from any alleged benefits to his operational ability that the link trainer might be about to produce.

I shall now switch from the impersonal to the personal and refer to my own recent afternoon's link training.

My instructor decided first that I should do range and ILS let-downs at West Palm Beach, Miami and Florida. So into the link I climbed and was, as usual, immediately struck by the complete lack of similarity of any sort between the link and an airliner. There is *literally absolutely no significant similarity.* However, I went through the movements so that my instructor could watch my performance on his table. It was just like driving a car around the range legs. We did a consecutive drive round all three stations, finishing up, after some frightful weather with an ILS at Tampa (I was awfully glad the hood was up, otherwise I should have got horribly wet). Apparently, I drove my car quite well and finished my tour of Southern Florida in about 50 minutes. All the red lines were in the right places except for one turn which was on the wrong side of a range leg at Miami.

During the whole operation my mind had been wandering over a number of subjects—miles from link training—ranging from H/F R/T, through certain amusing incidents over the Christmas season, back to the unsatisfactory situation at Goose Bay, and finishing up by dwelling on the possibilities inherent in the rather interesting plans I had made for New Year's Eve which, as I had lost the roster draw, was going to be in New York.

A Clear Conclusion

It must be very clear that so far I had been sitting in the link trainer for 50 minutes and had benefited in no way. However, to finish up with, I did a let-down at Burlington; this was done without error, bringing to a conclusion 1¾ hours of wasted time and money.

It might be said that I was at fault in not concentrating on the exercise and keeping my mind on the job. My reply is that I *know from experience* that I benefit in *no way* from these link exercises. Why, therefore, bore myself to death for 1¾ hours concentrating on doing something well that I can do well without concentrating? (I am beginning to think that there may be a use for link trainers by psychoanalysts who specialize in the treatment of pilots. Hypnotise them, put them in a link trainer, tell them to fly as they like while you ask them a few questions, and draw conclusions from the red lines on the table. Some of our link training exercises in BOAC are equally useful.)

So that was my 1¾ hours link training, without which it is alleged that I may not be safe to operate on the route.

Some Conclusions

This paper has been written solely in order to help in the economics of our airline; to point out clearly that for qualified route pilots link training, except to teach a procedure, is quite useless. And it is absurd for anyone less experienced in airline operation than the pilots themselves, to try and tell the pilots that this is not so. It *is* so, and a large majority of the pilots agree with me. A simulator is essential for the maintenance of an airline pilot's standard of let-down procedure, and this airline should invest in simulators if the pilots are ever going to maintain a high enough standard of let-down operation to operate at lower than our present limits—in fact, for general operation at or below 200 ft. and 400 yards. With practice this can be achieved, without it, no matter how good the flight systems and approach and runway lighting, it will never be achievable with safety until practice is no longer necessary because landings are done automatically. Simulators, however, will never take the place of link trainers for qualified airline pilots, because the latter are for teaching only, and the former for practice and checking. It is too expensive to *teach* procedures on a simulator.

There may be some other alleged benefits from link training exercises to qualified pilots. If there are, they will only be beneficial as long as they *teach* the pilot a procedure he did not know. As soon as these exercises move into the realm of checking or practicing route procedures or let-downs, money and time are being wasted.

Union's Rights to Select Members

Legal Opinion Holds: In general a Union is free to select its own members as it desires.

By F. H. Bennett
Head, ALPA Legal Dept.

From time to time it becomes necessary that groups of our members, such as the MEC or LEC, the Executive Committee, Executive Board or Board of Directors, must pass upon the desirability of admitting an individual pilot to membership. In accomplishing this task, the members involved often desire to be informed relative to the legal aspects of their decision and the legal rights of the applicant who may be refused admittance to membership.

In this regard, an excellent statement of the general law upon the subject is made in "Corpus Juris Secundum," a comprehensive legal volume recently added to the Association's law library, and it was thought appropriate and timely that this information be disseminated to the membership.

* * *

Following is the statement in question:

"In general, a union is free to select its own members; and no person has an abstract or absolute right to membership in a trade union. Accordingly, the constitution and by-laws of a trade union may define the conditions and terms on which one may become a member of the union, and it is in the power of such an organization to impose such qualifications for admission as it sees fit. Thus, membership may be restricted to the original promoters, and otherwise limited in any manner the union may desire; and the union may lawfully exclude employers and foremen. Indeed, a union may validly determine that further applications for membership shall not be received until otherwise determined.

* * *

"Union Membership Essential to Work. Notwithstanding the general rule discussed above, it has been held that the right of an individual worker to protection against arbitrary and discriminatory exclusion from union membership should be recognized wherever membership is a necessary prerequisite to work, since the public interest is involved; and the power of a union to determine its own membership is limited where the union has a closed shop or union shop contract with an employer.

* * *

"Temporary or Qualified Membership; Conditions. Since a union can refuse applications for membership, it can, without judicial interference, grant a temporary or limited or qualified membership, at least where there is good cause why it should be so limited or qualified. Certainly, where applicant has agreed to the condition and voluntarily accepted such qualified entry, applicant cannot subsequently seek to extend or enlarge that status by judicial decree or court mandate. However, membership cannot be conditioned on the surrender of the members' individual constitutional rights where that would not subserve the public interest; and where membership is conditioned on the surrender of such constitutional rights, public interest not only justifies but demands, equitable interpretation for the protection of such members. Moreover, where a union may not directly exclude certain workers as on the ground of race, color, or creed, it may not do so indirectly by prescribing intolerable or unfair conditions of membership for such persons.

* * *

"Compelling Admission. Except in so far as the rule may be affected by statute, such as a statute providing that a union may not deny membership on the ground of race, creed, color, or national origin, membership in an unincorporated trade union is a privilege which the union may accord or withhold at its pleasure, so that a court will not interfere to compel admission of one into membership, even though applicant has all of the qualifications required therefor, and even though the arbitrary rejection of the candidate may prejudice his material interests. The courts will not undertake to compel a labor union to admit anyone to its organization who is in any way objectionable to the union or to its members. Certainly, the courts will not compel the admission into membership of one who refuses to pay the prescribed initiation fee, notwithstanding in some cases the payment of the fee by other applicants was waived. An expelled apprentice who has never been recognized as a full member of a union is not entitled to injunctive relief against the refusal of the society to grant him full membership and a union card.

* * *

"Estoppel to Deny Qualifications. Members who have represented themselves as qualified for membership may be estopped subsequently to deny such qualifications. When one is accepted into membership in a labor organization, an unincorporated association, such membership generally continues until the member resigns or is suspended or expelled by the prescribed procedure. Since membership in a trade union is purely voluntary, membership can be terminated by a voluntary surrender of membership. In other words, members have the legal right to withdraw from union membership at will, and resort cannot be had to compulsory methods of any kind to keep up or retain membership. It follows that voluntary orders for the benefit of the members of the union and the enforcement thereof within the organization do not constitute coercion, since members who are not willing to obey orders are at liberty to withdraw from the organization. Moreover, a member has the right to form or join another voluntary organization, and he can do both acts simultaneously, resigning from one union and joining another so that he may continue to exercise the rights gained by the old organization through the new one.

"The contract between a trade union and its members, consisting of the articles of agreement, the constitution, and the by-laws of the union, may define the conditions which will entail the loss of membership. Thus, under a provision of a union's constitution or by-laws prohibiting dual membership, a member of a union who joins another union thereby loses his membership in the original union, and as an incident thereto he also loses his membership in an unincorporated association whose constitution provides that membership

therein should be coextensive with membership in the union.

* * *

"Reinstatement After Voluntary Withdrawal. Except in so far as a special agreement may be applicable to a particular case, the right of a member who has voluntarily withdrawn from membership to be reinstated depends on the provisions of the union's constitution and bylaws; and under a provision to the effect that he can be readmitted only on such terms as the local union or the executive board may determine, he is not readmitted in the absence of any official action by the union. Where the union has validly amended its constitution and bylaws to provide that further applications for reinstatement should not be received unless otherwise determined, a member who has withdrawn is not entitled to reinstatement."

Airport Fire Fighting . . .

(Continued from Page 7)

trol tower is also of the utmost importance in assuring efficient use of fire fighting organizations. This and related matters are covered in various Bulletins of the National Fire Protection Association.

Summing up, it appears that the avenues to improve airport fire fighting organizations are:

1. By aircraft to lighten the problem of the fire fighter so that his principal duty will be to provide escape paths and keep the fuselage cool.
2. By adequate recognition from "top management" and ALPA to build up the morale and psychic strength of the fire fighters so that they will be well motivated.
3. By providing better training facilities through visual aides, case histories, more realistic training fires and possibly a central training school in cooperation with the military forces.
4. By training airlines personnel to assist in evacuating passengers in an emergency, thus again lightening the burden on the fire fighter.

It is possible that the contribution of all these factors would enormously ease the economic burden of the cost of adequate crash fire fighting organizations. In this respect the future looks fairly bright because the cost of providing this protection is relatively constant while the traffic is growing; the size and cost of accidents is rising so that the ratio of the cost of protection to the gain in revenue or to the cost of losses is getting less and less. In the meantime, however, if a pilot is in trouble and expects a crash landing he might better select a military airport, where a crash fire crew is usually on full time status.

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Hart, J. H.—PAA
Hartunian, Leon—CAP
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Holbrook, C. M.—AA
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Holsenbeck, W. M.—PAA
Holstrom, A. E.—AAA
Houed, Victor—TACA
Huff, J. A.—NWA
Hunt, Edward—AA
Ice, J. R.—Inland
Inman, R. R.—TWA
Inman, W. B.—EAL
Ireland, B. L.—Continental
Jacobson, Robert C.—WAL
Jakle, F. C.—PAA
Jameiler, S. E.—Continental
Jamieson, W. L.—EAL
Jewett, George A.—UAL
Johnson, R. L.—NWA
Jones, D. B.—NWA
Jones, H. H.—PCA
Jones, L. E.—UAL
Jones, W. H.—UAL
Josselyn, John—PCA
Judd, O. K.—PAA
Kaufman, R. A.—AA
Kelsey, H. J.—AA
Kelley, R. A., Jr.—FAL
Kennedy, V. G.—TWA
Kincannon, T. N.—AA
King, G. B.—PAA
King, J. O.—EAL
Knight, R. S.—EAL
Kocher, J. D.—UAL
Komdat, A. C.—EAL
Kroeger, J. H.—PAA
Kuhn, K. H.—NWA
Kuser, R. E.—EAL
Lamb, C. S.—UAL
LaMontagne, R. L.—AA
Lampman, L. G.—NWA
Lehr, R. B.—AOA
Lewis, H. C.—TWA
Lind, Robert C.—NWA
Livermore, Joe—NWA
Llewellyn, Frank A.—Robinson
Loeffler, E. J.—WAL
Lucas, Hal—Wyoming Air Service
Lucas, Verne—Ludington
Lynn, J. B.—C&S
Majors, R. R.—AA
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Marshall, G. V.—AA
Martin, K. R.—NWA
Matthews, Leroy R.—EAL
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McCauley, J. R.—AA
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McCoy, R. S.—PAA
McCracken, H. Wayne—AA
McGinn, W. T.—NWA
McKiernan, P. S.—TWA
McLaughlin, J. J.—AA
McMickle, Harold—PNG
McMillen, E. L.—UAL
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Miller, G. D.—NWA
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Miner, W. H.—UAL
Mitchell, J. W.—EAL
Monsen, A. N.—PAA
Montee, Ralph—TWA
Montijo, J. G.—VAT
Morgan, H. R.—TWA
Morgan, H. W.—PAA
Mossman, R. C.—C&S
Nash, George J.—ASA
Neff, Harold—UAL
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Noe, E. J.—TWA
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Palau, E. M.—TACA
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Paulis, Raymond—PCA
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Pedley, C. F.—AA
Penn, Lewis A.—PAA
Perry, J. A.—EAL
Person, A. G.—PAA
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Pfaminger, John J.—NWA
Phillips, W. M. S.—EAL
Pickering, Wm. A.—BNF
Pickup, C. V.—UAL
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Poe, K. N.—Avianca
Pope, Francis—TWA
Porter, G. H.—AAA
Porter, L. L.—CAP
Potter, N. W.—UAL
Powell, John T.—PAA
Proebstle, Roy—NWA
Pursley, C. H.—PNG
Radoll, R. W.—UAL
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Ray, George—EAL
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Render, R. F.—NWA
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Rhew, J. N.—C&S
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Riggs, R. S.—AA
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Rousch, C. W.—NWA
St. Clair, Carney E.—NAL
Salisbury, H. M.—TWA
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Sanborn, R. B.—EAL
Sandblom, J. V.—CP
Sandgren, T. E.—UAL
Sands, R. E.—UAL
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Schanken, W. J.—AA
Schember, R. C.—UAL
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Scott, P. C.—UAL
Scott, P. T. W.—TWA
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Sheets, D. K.—PNG
Shelton, G. E.—TWA
Sherwood, G. C.—WAL
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Smoot, C. H.—BNF
Snowden, J. P.—TWA
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Swander, L. D.—NAL
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Venderley, P. W.—AA
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Waldron, Joe—AA
Walker, M. A.—PAA
Wallace, C. W.—TWA
Wallace, E. G.—PAA
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Williams, B. R.—Ozark
Williams, W. C.—TWA
Williamson, P. B.—EAL
Willingham, K. V.—EAL
Wilson, W. C.—AA
Winkler, F. X.—TWA
Witt, Porter—NWA
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Jamieson, L. S.—EAL
Jaster, F. B.—EAL
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